

Manager / Senior Manager

Water and Waste Management

Location - Bangalore

Villgro is the leading incubator of startups that create a positive impact on society. We invest in (through grants, low-cost debt, and equity) startups and SMEs, along with providing specific technical assistance. We run numerous large and complex programs that bring about a visible and tangible impact on under-served communities through innovative products and business models.

Through our work in water and waste management, we are building a platform to accelerate the commercialization and scale-up of climate-smart innovations through deployment with government bodies and the industry.

Position summary

Villgro wants a dynamic professional passionate about environmental and social impact and with an entrepreneurial streak who will build this sector and establish a successful track record of piloting and deployment of climate-smart innovations in waste and water management with government bodies and the industry. This role involves deploying strategies that can bring multiple stakeholders together to accelerate commercial deployment and scaling of innovations in the sector.

Note – The role is based in Bangalore and will involve extensive travel and field visits across India.

The role will include:

A) Project Leadership & Execution:

- Prepare clear project plans, case studies, policy briefs, and donor reports highlighting key outcomes, learnings, and recommendations. Be accountable for the delivery of committed results and impact across programs.
- Build a pipeline of innovations, evaluate their readiness for deployment, and assist in site selection and deployment planning.

- Lead the PMU – Collaborate and liaise with startups, government departments, academic and research institutions, and implementation and industry partners to facilitate alignment on goals, timelines, resources, and compliance.
- Monitoring & Evaluation: Develop and track KPIs, milestones, and performance indicators to assess progress and impact. Ensure systematic capture of data on project progress as well as Villgro's contribution to the same, for internal reporting purposes.
- Identify risks (technical, operational, regulatory), ensure mitigation strategies, and maintain compliance with legal and donor requirements.

B) Portfolio Management:

- Managing the portfolio of startups as part of the programs by providing the startups with requisite guidance, ensuring appropriate usage of funds to achieve scale and meet aligned objectives
- Take ownership of activities designed to help startups succeed - mentoring, technical assistance, networking events, fundraising and unlocking capital through innovative financial instruments etc.

C) Donor & Partner management:

- Manage relationships with donors and program partners to ensure clear communication of program data and status.
- Create exciting reports, updates and interaction opportunities for the program's donors.
- Scout and build partnerships with relevant organisations that can help drive increased awareness/ marketing for the enterprises that in the short and long term can help enable deployment at scale.
- Build ecosystem knowledge to understand trends that can help decisions on investment opportunities and potential partnerships.

D) Outreach and Fundraising:

- Co-own discussions and proposal responses on new funding opportunities
- Be savvy about communication and visibility for the program/sector. Engage the marketing team to amplify through social media and other channels.
- Represent Villgro in the ecosystem and evangelize our point of view.

But remember, these are just the contours of the role as we have envisaged it. We would love to have you expand its boundaries and take on more.

The ideal candidate would have:

1. Bachelor's degree in engineering, environmental science, public policy, or related field; Master's degree preferred.
2. 8–10 years of relevant experience in project management, preferably in sectors like water supply, sanitation, solid/liquid waste management, or environmental sustainability.
3. Experience working in sectors related to social entrepreneurship, impact investing, or managing public-private partnerships is highly desirable.
4. Reasonable numerical ability, data interpretation and analysis skills. Knowledge of financial management, investing and financial statements would be a bonus.
5. Excellent people management skills and ability to handle diverse teams.
6. Fantastic communication and persuasion skills to influence stakeholders.
7. High level of initiative and ownership.

Compensation:

We pay reasonably well and comparably higher within the nonprofit sector and there is a variable component. Employees get health insurance for themselves and their immediate family members. We also have a mental health policy that provides access to subsidized support.

How to apply:

Apply to this role by filling this [form](#). We look forward to hearing from you!

About Villgro:

We are India's foremost impact-first incubator. Established in 2001, Villgro's mission is to make innovative, impactful businesses succeed in Health, Agribusiness, Climate Action and Gender Inclusion.

We believe that innovation and for-profit business models are the sustainable route to solving critical social and environmental problems in India. We help enterprises scale by financial (grants/equity/low-cost debt), subject matter expertise and help in accessing hard-to-reach markets. Since 2001, we have worked with over 387 enterprises which have impacted over 20 million lives.

Villgro was recognised as the “Top Incubator” in India by Invest India (DPIIT, GoI) in 2020. Villgro fosters an open culture where each member is encouraged to express his/her/their views and opinions. We are a small, but highly committed team and we thrive on collaboration. We are an equal-opportunity employer and extremely committed to fostering workplace equity. Villgro has won the prestigious DivHersity Awards 2020, 2022 & 2023 as recognition for this!

Values we hold close:

Villgro alumni have gone on to found social businesses, study at Ivy League and Indian B Schools, work or found impact funds and public policy institutes. But most importantly, they have become voices of change. We are committed to providing the same exposure and experiences to help you achieve your personal and professional goals.

An ideal candidate will resonate strongly with one or more of the following values.

- Empathetic: We walk in the shoes of our entrepreneurs and partners.
- Bold: We embrace uncertainty, and ambition, and believe in limitless possibilities.
- Entrepreneurial: We take initiative and capitalize on opportunities.
- Demonstrating integrity: We are transparent, candid, and honest in our dealings.

In case of any queries, please write to us at careers@villgro.org

Read more about us at www.villgro.org

Check out our latest impact report at <https://www.villgro.org/reports/>

Have a look at our portfolio companies in action <https://www.youtube.com/@Villgro2001>